



# Manistee County Board of Commissioners

Manistee County Courthouse • 415 Third Street • Manistee, Michigan 49660

CHAIRPERSON  
Allan O'Shea  
VICE-CHAIRPERSON  
Janice McCraner

Kathy Fenstermacher  
Edward Haik  
Ervin Kowalski  
Glenn Lottie  
Carl Rutske

CLERK

Marilyn Kliber  
(231) 723-3331

CONTROLLER/ADMINISTRATOR

Thomas Kaminski  
(231) 398-3500

DRAFT

## PERSONNEL COMMITTEE

Tuesday, January 8, 2008  
1:00 P.M.

Courthouse & Government Center  
Board of Commissioner's Room

### MINUTES

Members Present: Carl Rutske, Chairperson, Kathy Fenstermacher, and Janice McCraner

Others Present: Thomas Kaminski, County Controller/Administrator; Marilyn Kliber, County Clerk; and Karen Fredricks, Personnel Officer/Administrative Assistant

The meeting was called to order at 1:05 P.M.

### ITEMS REQUIRING BOARD ACTION

None.

### ITEMS NOT REQUIRING BOARD ACTION

At the October 2007 Personnel Committee meeting, the Committee discussed the Manistee County Policy and Procedures for Retiree and Former Employee Health and Dental Insurance specifically with regard to canceling and returning to insurance coverage. The Committee agreed not to change the Policy that a retired person choosing not to continue coverage upon separation from employment or who cancels coverage at any time during the retirement period forfeits their right to rejoin the County's benefit plans. Clarification as to whether or not this applied to current non-Union Sheriff's Office Administrative staff was requested by Administration. All Sheriff's Office non-Union Administrative staff were invited to this meeting to discuss this matter. After a brief discussion, the Committee agreed that the current Policy also applies to all non-Union Sheriff's Office Administrative staff.

The Committee was presented with a copy of the Amended Court Personnel Policy which was approved by the Joint Manistee-Benzie Court Committee on November 29, 2007 and by the Manistee County Board of Commissioners on December 18, 2007. It was suggested that the Personnel Committee review the Court's policy and consider implementing the same for all other non-Union, non-Court staff. After a lengthy discussion, there was a consensus of the Committee that no changes be made to the Policy adopted by the County Board for non-Union, non-Court staff at this time.

Administration provided the Committee with an update on the status of GEA/POAM negotiation process.

The Committee set the second Tuesday of every month at 1:00 P.M. as their regular meeting date and time with the exception of April and October which were set on the third Tuesday at 1:00 P.M.

The meeting adjourned at 1:45 P.M.

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Carl Rutske, Chairperson

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Janice McCraner, Commissioner

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Kathy Fenstermacher, Commissioner